



Policy and Practice Models for Competitive Integrated Employment

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EMPLOYMENT PANEL
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What We Mean by Employment: Competitive Integrated Employment



Work in the competitive labor market that is performed on a **full-time or part-time** basis (“**real work**”) at minimum wage or higher

Wages and benefits similar to those without disabilities performing the same work. (“**real pay**”)

Fully integrated with co-workers without disabilities.

How Many People are Employed?

WORK



No disability



Any disability



Cognitive disability

POVERTY



No disability

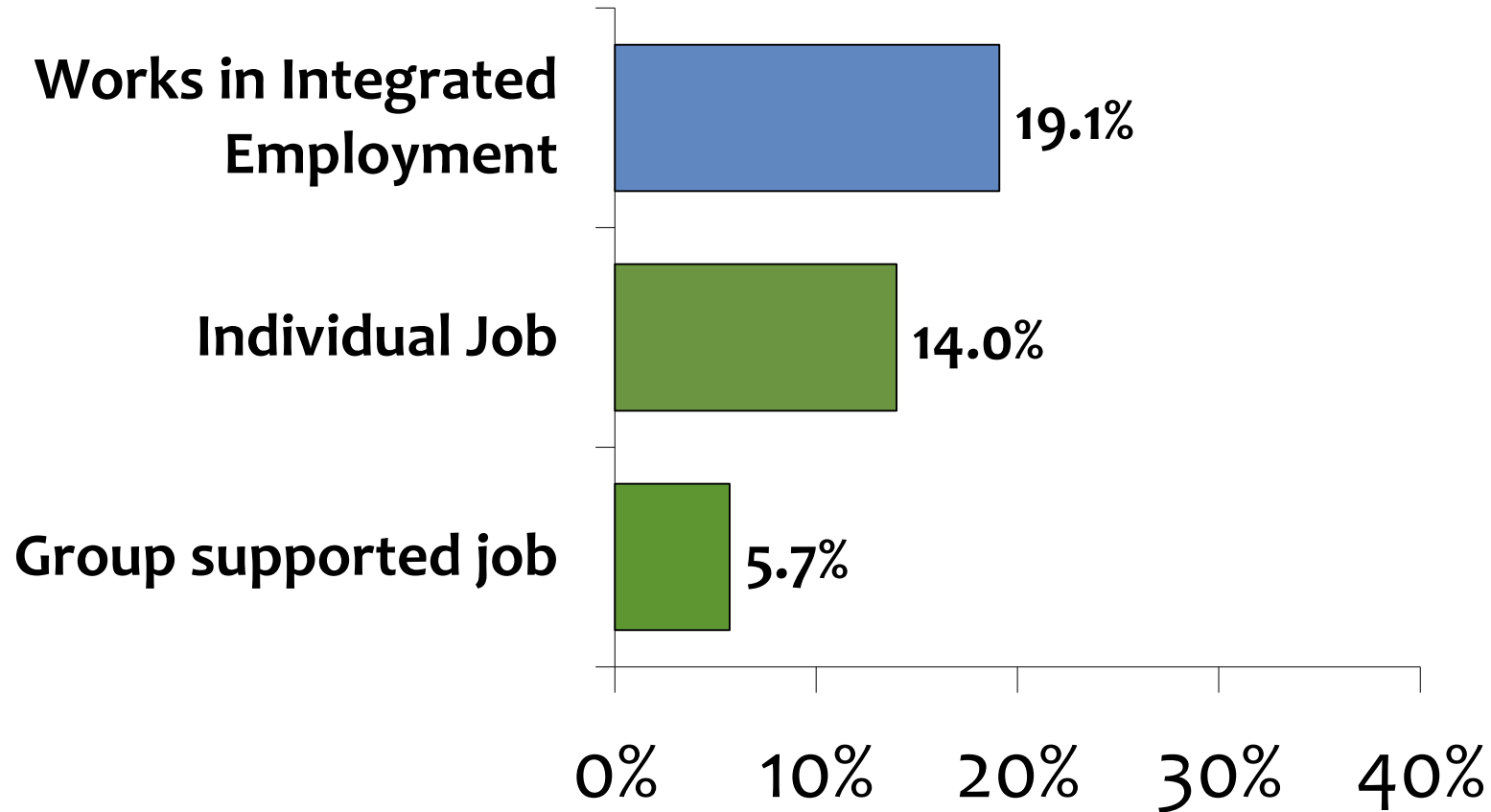


Any disability



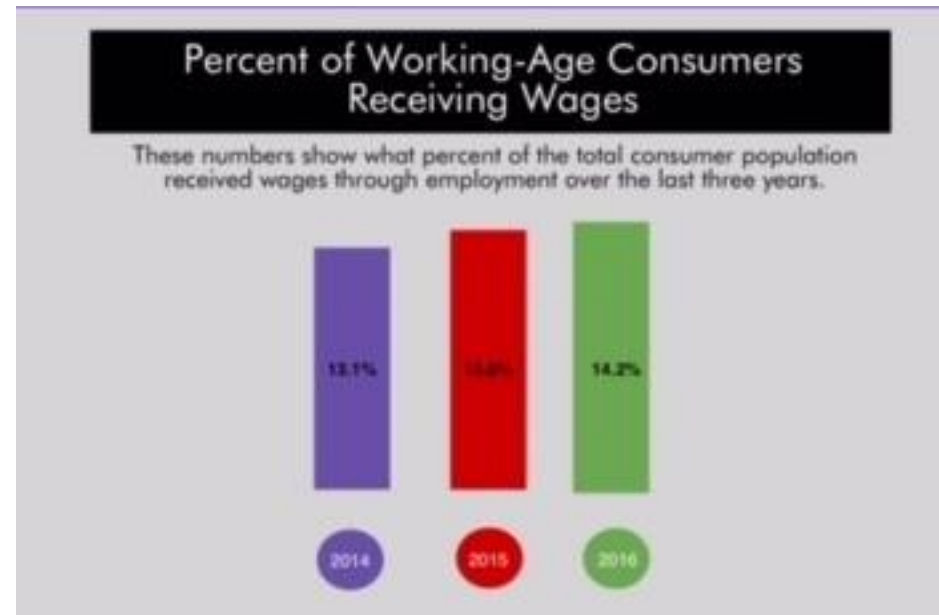
Cognitive disability

Works In Integrated Employment Nation



Source: National Core Indicators
2015-2016

California Data



Game-Changing Policies and Drivers Affecting Employment



From a 'service driven life' to person centered choices

From low expectations to presuming employment for all

From segregation to integration and inclusion

From no options for higher education to "Think College!"

From subminimum wage to 'real work' for 'real pay' in the community

Key Federal and State Policies Related to Transition & Employment

- **Americans with Disabilities Act (1990)** -non discrimination in employment, rights to accommodations, essential functions to perform a job
- **IDEA (2004)** -Requires transition services in student's IEPs after age 16, designed to facilitate movement from school to postsecondary or vocational education, and integrated employment
- **CMS Waiver Informational Bulletin (2011)** -highlights the importance of competitive integrated employment; and allows for new services –employment programs

Key Federal and State Policies Related to Transition & Employment (Cont.)

HCBS Settings Rule (2014) The requires person centered planning outcome oriented settings, integration in the community

Workforce Innovation and Opportunity Act (2014)

- Prioritizes transition services for youth (pre-employment transition services, “student services”)
- Limits use of subminimum wage
- Defines competitive integrated employment as optimal outcome

Raising Expectations: California's Employment First Policy, 2013



4869. (a) (1)it is the policy of the state that opportunities for integrated, competitive employment shall be given the highest priority for working age individuals with developmental disabilities, regardless of the severity of their disabilities.

CA Competitive Integrated Employment Blueprint (2017): A Partnership Between the Departments of Education, Rehabilitation and Developmental Services

Designed to:



1) Increase collaboration and coordination between the agencies



2) Increase opportunities to prepare and participate in employment



3) Support informed choice, preparation, transition to and engagement in CIE

4) Accountability for progress achieved in CIE



1970s

Try another way

1980s

Supported Employment

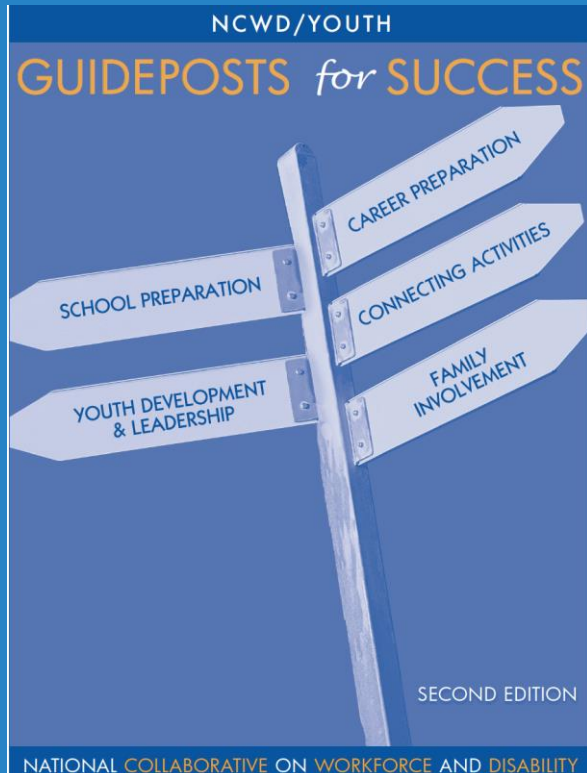
Self employment

1990 + ...

Customize employment

ThinkWork!

Research Based Practices for Individual's with Developmental Disabilities



- ❖ Guideposts for Success –Youth Transition Practices
- ❖ Supported Employment
- ❖ Postsecondary Programs –”Think College”
- ❖ Engaging Families and Communities in Identifying Local Strategies for Expanding Employment (Community Conversations)

Employer Benefits of “Supported Employment” or “Inclusive Employment”

- Reconfiguring workflow so better-paid and highly trained workers can skip the simpler tasks
- Low rates of absenteeism
- Report higher morale within the staff
- Good will from customers
- Improved retention
- Qualify for tax credits



Special needs, special jobs

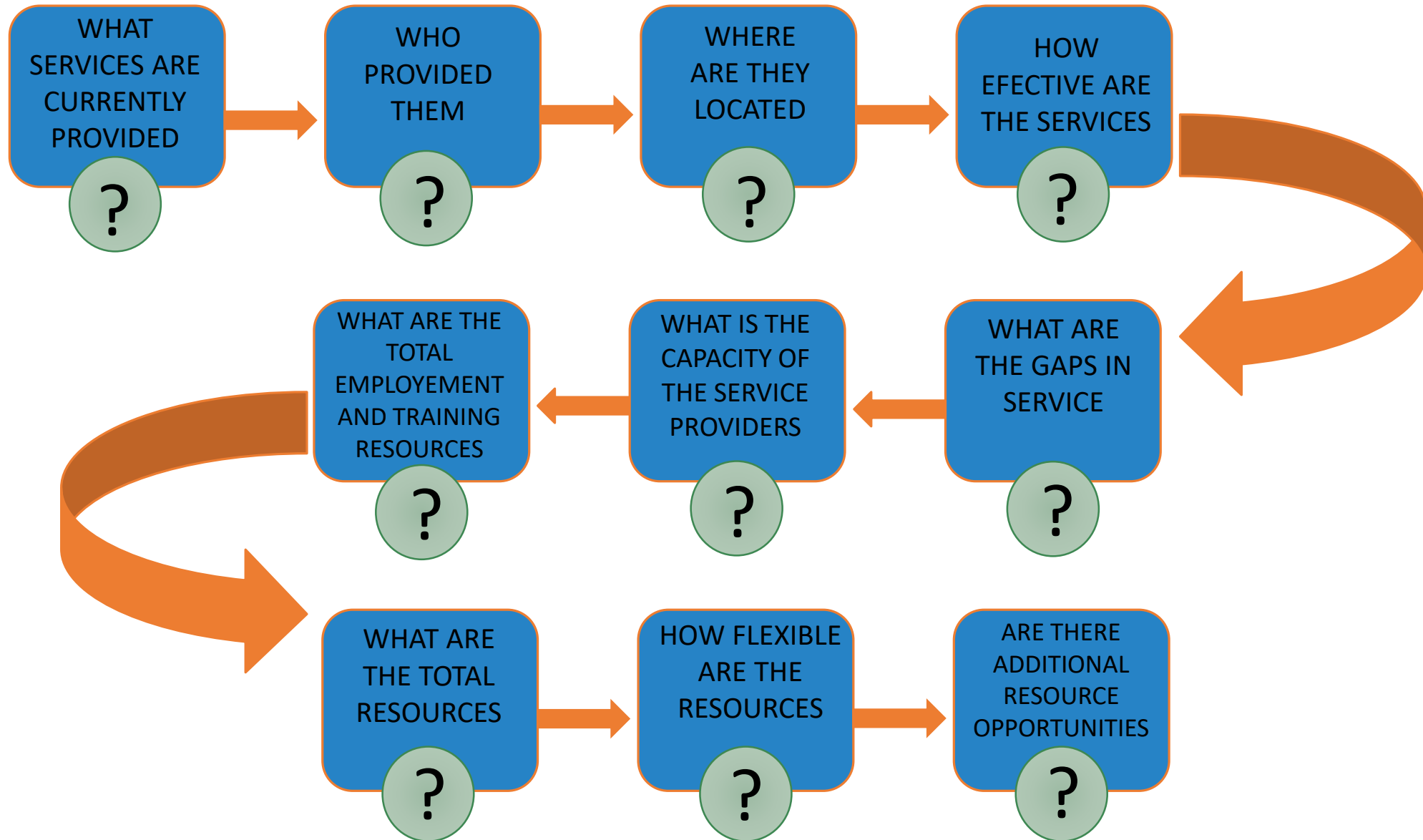
Companies, and workers, benefit from inclusive employment

The Costco Connection, December 2016

California Community Conversation Themes

- ❖ Build partnerships with employers
- ❖ Build awareness and share resources
- ❖ Prepare Youth and Young Adults with Disabilities for Work
- ❖ Streamline application and hiring practices
- ❖ Prioritize employment of people with disabilities through policy and innovative service

Local Implementation





ArtWalk, Liberty Station

Jeremy Sicile-Kira A Career In Progress



What did you learn from exhibiting your work?

“Really I think that I frankly have a better idea of what people who come to that kind of art show (outdoors, free to public) event want. Truly original paintings sold better than prints, and perhaps it is better for me to paint smaller paintings for shows like this one, even if truly I like to paint bigger paintings. Nicely I will now paint small ones as well as big.”

